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Research Paper

Culture, Tourism and the Centre for Education Statistics

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2009/2010: Preliminary Report

by Education Finances, Postsecondary Faculty and Tuition Statistics Section

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Culture, Tourism and the Centre for Education Statistics
Research papers

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Education Finances, Postsecondary Faculty and Tuition Statistics Section
Statistics Canada

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Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS).* Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

This report presents information on the salaries of full-time teaching staff at 31 Canadian universities, along with information on salary scales for the 2009-2010 academic year. In 2008-09 (the last year for which final data on full-time teaching staff is available) these institutions accounted for approximately 45% of the full-time teaching staff of the 115 institutions that were included in the survey.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For institutions with more than 100 staff, the data is available at the institutional level however, information is processed in such a way that results are not shown where there are too few individuals.

Due to the Statistics Act which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that the mean is not shown when the given rank contains less than six (6) people and medians and percentiles are not calculated when there are less than 10 people.

Salaries of full-time teaching staff at Canadian universities and colleges

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

Notes on terms used in the tables

In the following tables, the title *Canadian Universities and* Colleges refers to degree-granting institutions. The column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans
- directors equivalent to deans i.e. directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

Full professors and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2009-2010 salary scales for full-time university teachers. The 62 institutions included in this table are those that reported their scales by the beginning of August , 2010. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

Table 1
Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	**286**	**11**	**129,104**	**126,623**	**109,932**	**148,005**
With senior administrative duties	34	6	137,735	134,123	114,652	160,192
Without senior administrative duties	252	5	127,940	126,249	109,932	146,192
Associate professors	**333**	**5**	**105,143**	**104,493**	**89,989**	**120,810**
With senior administrative duties	38	1	110,127	108,680	95,470	120,788
Without senior administrative duties	295	4	104,501	104,493	89,989	120,810
Assistant professors	**277**	**2**	**83,772**	**84,550**	**75,485**	**93,615**
Rank below assistant	**19**	**0**	**65,657**	**64,607**	**64,607**	**68,233**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**922**	**11**	**105,745**	**104,493**	**79,111**	**137,127**
Male	578	7	110,099	109,932	80,924	140,753
Female	344	4	98,429	93,615	76,392	123,310
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	**235**	**9**	**129,130**	**128,062**	**111,745**	**147,253**
With senior administrative duties	22	5	138,398	138,375	121,471	160,017
Without senior administrative duties	213	4	128,173	126,249	109,932	144,379
Associate professors	**260**	**5**	**105,800**	**104,493**	**89,989**	**120,810**
With senior administrative duties	27	1	111,349	109,554	95,202	123,308
Without senior administrative duties	233	4	105,157	104,493	89,989	120,810
Assistant professors	**200**	**1**	**83,607**	**82,737**	**73,672**	**95,428**
Rank below assistant	**19**	**0**	**65,657**	**64,607**	**64,607**	**68,233**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**720**	**9**	**106,668**	**106,306**	**77,298**	**138,940**
Male	458	5	111,102	111,745	79,111	140,934
Female	262	4	98,918	95,428	75,485	128,062
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**54**	**12**	**126,517**	**126,903**	**106,328**	**151,910**
With senior administrative duties	4	12	x	x	x	x
Without senior administrative duties	50	0	x	x	x	x
Associate professors	**92**	**6**	**101,169**	**95,164**	**86,077**	**126,129**
With senior administrative duties	12	2	94,305	93,193	85,746	102,838
Without senior administrative duties	80	4	102,198	96,069	86,077	126,609
Assistant professors	**57**	**4**	**x**	**x**	**x**	**x**
Rank below assistant	**3**	**0**	**x**	**x**	**x**	**x**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**220**	**8**	**103,810**	**97,109**	**74,776**	**137,740**
Male	142	3	107,363	104,664	76,599	138,743
Female	78	5	97,343	91,841	65,689	130,638
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**65**	**5**	**116,063**	**110,000**	**100,000**	**132,000**
With senior administrative duties	11	5	118,952	118,000	99,895	135,705
Without senior administrative duties	54	0	115,474	110,000	100,000	132,000
Associate professors	**78**	**1**	**92,598**	**90,000**	**84,000**	**104,000**
With senior administrative duties	8	1	102,805	x	x	x
Without senior administrative duties	70	0	91,431	x	x	x
Assistant professors	**49**	**0**	**79,735**	**x**	**x**	**x**
Rank below assistant	**6**	**0**	**68,000**	**x**	**x**	**x**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**204**	**0**	**97,267**	**92,400**	**77,000**	**132,000**
Male	141	0	99,348	96,000	79,201	132,000
Female	63	0	92,610	86,000	74,000	116,506
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

x suppressed to meet the confidentiality requirements of the *Statistics Act*

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	22	2	97,947	102,622	65,212	120,634
With senior administrative duties	4	2	x	x	x	x
Without senior administrative duties	18	0	x	x	x	x
Associate professors	42	2	85,002	81,294	72,355	101,481
With senior administrative duties	7	2	94,649	x	x	x
Without senior administrative duties	35	0	83,072	x	x	x
Assistant professors	57	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	125	0	82,635	75,981	64,611	108,785
Male	67	0	85,521	75,981	65,451	114,289
Female	58	0	79,302	75,951	62,931	107,292
Visiting staff	0	0	0	0	0	0

St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	68	4	125,390	129,603	105,485	145,605
With senior administrative duties	9	3	126,612	x	x	x
Without senior administrative duties	59	1	125,203	x	x	x
Associate professors	98	4	95,919	94,569	76,417	118,276
With senior administrative duties	13	1	101,598	94,569	86,733	121,555
Without senior administrative duties	85	3	95,050	93,442	76,417	118,298
Assistant professors	65	3	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	239	7	100,652	97,952	73,952	131,708
Male	157	3	104,413	103,792	73,952	133,427
Female	82	4	93,451	88,269	72,242	120,707
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**234**	**13**	**122,379**	**123,546**	**101,557**	**136,978**
With senior administrative duties	38	13	127,422	128,322	104,537	143,204
Without senior administrative duties	196	0	121,401	121,850	101,209	136,978
Associate professors	**186**	**7**	**95,865**	**94,560**	**80,404**	**112,140**
With senior administrative duties	23	3	105,855	108,424	91,770	118,035
Without senior administrative duties	163	4	94,455	94,000	79,956	112,140
Assistant professors	**105**	**2**	**75,237**	**74,760**	**64,751**	**88,777**
Rank below assistant	**40**	**2**	**61,172**	**59,996**	**57,438**	**68,774**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**581**	**8**	**101,487**	**100,227**	**67,286**	**136,978**
Male	351	5	108,020	108,445	75,961	136,978
Female	230	3	91,518	90,879	59,996	123,941
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

St. Thomas University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**22**	**0**	**119,675**	**123,307**	**101,386**	**135,150**
With senior administrative duties	2	0	x	x	x	x
Without senior administrative duties	20	0	x	x	x	x
Associate professors	**61**	**2**	**92,590**	**91,338**	**76,115**	**108,420**
With senior administrative duties	11	1	98,156	101,383	81,786	112,039
Without senior administrative duties	50	1	91,366	88,294	76,115	108,420
Assistant professors	**23**	**0**	**x**	**x**	**x**	**x**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**107**	**1**	**94,265**	**91,338**	**70,026**	**124,954**
Male	62	1	95,139	91,338	69,117	130,378
Female	45	0	93,060	87,727	73,984	112,588
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**126**	**7**	**142,486**	**137,666**	**123,123**	**168,591**
With senior administrative duties	23	7	136,827	134,331	115,984	168,668
Without senior administrative duties	103	0	143,749	140,218	123,312	168,845
Associate professors	**256**	**3**	**117,797**	**112,216**	**95,466**	**147,117**
With senior administrative duties	36	1	121,689	117,668	93,889	156,373
Without senior administrative duties	220	2	117,160	111,699	95,710	146,785
Assistant professors	**144**	**0**	**95,231**	**89,731**	**80,477**	**124,555**
Rank below assistant	**31**	**0**	**81,335**	**81,435**	**67,350**	**97,044**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**565**	**2**	**116,618**	**112,387**	**84,479**	**152,711**
Male	324	1	121,920	122,277	87,060	159,810
Female	241	1	109,489	105,924	83,079	138,754
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Guelph

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**258**	**8**	**140,057**	**139,934**	**125,032**	**153,086**
With senior administrative duties	33	7	154,409	152,233	138,717	175,905
Without senior administrative duties	225	1	137,952	138,462	124,269	149,583
Associate professors	**329**	**3**	**116,186**	**115,543**	**100,467**	**133,348**
With senior administrative duties	18	0	137,097	133,168	112,758	173,159
Without senior administrative duties	311	3	114,975	115,120	99,445	131,009
Assistant professors	**194**	**2**	**96,442**	**95,323**	**82,035**	**113,796**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**788**	**6**	**119,826**	**118,856**	**90,140**	**147,211**
Male	534	4	122,990	122,537	92,809	149,036
Female	254	2	113,174	113,339	87,151	140,576
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	**400**	**14**	**148,679**	**144,366**	**126,615**	**174,917**
With senior administrative duties	89	11	160,788	156,152	133,973	194,559
Without senior administrative duties	311	3	145,214	141,327	126,095	169,805
Associate professors	**482**	**1**	**114,476**	**112,028**	**94,935**	**141,260**
With senior administrative duties	38	0	133,939	132,528	106,294	152,871
Without senior administrative duties	444	1	112,810	110,684	94,935	137,992
Assistant professors	**369**	**9**	**86,412**	**78,291**	**70,000**	**114,209**
Rank below assistant	**31**	**0**	**73,930**	**65,891**	**50,000**	**116,476**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1293**	**13**	**116,737**	**115,729**	**71,064**	**156,152**
Male	854	6	121,231	122,768	71,064	159,573
Female	439	7	107,996	103,765	71,064	145,316
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	**271**	**11**	**147,643**	**145,137**	**126,694**	**172,198**
With senior administrative duties	54	8	154,886	156,353	132,358	176,342
Without senior administrative duties	217	3	145,841	143,312	126,446	170,626
Associate professors	**263**	**0**	**120,697**	**120,439**	**99,529**	**142,315**
With senior administrative duties	28	0	133,126	137,943	109,218	149,364
Without senior administrative duties	235	0	119,217	119,509	99,016	140,075
Assistant professors	**196**	**3**	**92,538**	**89,520**	**65,646**	**121,698**
Rank below assistant	**31**	**0**	**73,930**	**65,891**	**50,000**	**116,476**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**769**	**6**	**121,765**	**124,653**	**76,183**	**156,923**
Male	502	3	126,253	129,000	80,144	160,714
Female	267	3	113,325	114,969	74,079	146,064
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Lakehead University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**69**	**2**	**134,633**	**137,827**	**114,279**	**146,086**
With senior administrative duties	9	0	135,209	x	x	x
Without senior administrative duties	60	2	134,546	x	x	x
Associate professors	**140**	**2**	**109,464**	**110,429**	**91,141**	**131,569**
With senior administrative duties	28	1	115,480	115,921	95,267	134,928
Without senior administrative duties	112	1	107,961	108,089	89,067	129,394
Assistant professors	**57**	**3**	**x**	**x**	**x**	**x**
Rank below assistant	**16**	**0**	**x**	**x**	**x**	**x**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**283**	**6**	**109,797**	**109,369**	**82,267**	**141,545**
Male	192	3	111,782	111,148	82,921	144,628
Female	91	3	105,607	106,394	79,702	131,728
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Nipissing University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**14**	**2**	**123,681**	**123,754**	**104,104**	**139,584**
With senior administrative duties	3	2	x	x	x	x
Without senior administrative duties	11	0	x	x	x	x
Associate professors	**47**	**1**	**98,454**	**96,229**	**88,414**	**114,964**
With senior administrative duties	7	1	99,278	x	x	x
Without senior administrative duties	40	0	98,310	x	x	x
Assistant professors	**103**	**0**	**84,765**	**83,892**	**74,144**	**91,703**
Rank below assistant	**5**	**0**	**x**	**x**	**x**	**x**
Other teaching staff	**2**	**0**	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**174**	**0**	**91,864**	**91,019**	**74,144**	**114,964**
Male	101	0	94,430	91,703	74,631	123,030
Female	73	0	88,314	88,766	74,144	104,044
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	**396**	**16**	**138,411**	**141,417**	**119,356**	**153,353**
With senior administrative duties	70	10	143,668	143,310	119,397	179,410
Without senior administrative duties	326	6	137,282	141,253	119,315	153,353
Associate professors	**424**	**5**	**111,154**	**111,536**	**97,640**	**127,047**
With senior administrative duties	39	2	x	x	x	x
Without senior administrative duties	385	3	x	x	x	x
Assistant professors	**372**	**2**	**89,551**	**89,828**	**76,024**	**102,963**
Rank below assistant	**33**	**1**	**72,481**	**71,668**	**62,186**	**88,253**
Other teaching staff	**10**	**4**	**76,116**	**76,637**	**65,164**	**85,579**
All ranks combined (including deans)	**1247**	**16**	**112,757**	**110,870**	**78,589**	**151,987**
Male	779	13	116,345	115,548	80,761	153,353
Female	468	3	106,784	102,779	76,816	141,361
Visiting staff	**0**	**5**	**0**	**0**	**0**	**0**

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	**327**	**14**	**141,778**	**141,744**	**125,437**	**153,353**
With senior administrative duties	59	8	142,075	140,644	119,714	162,054
Without senior administrative duties	268	6	141,712	142,289	125,521	153,353
Associate professors	**390**	**5**	**111,989**	**111,300**	**98,383**	**127,047**
With senior administrative duties	36	2	120,596	121,661	109,109	131,347
Without senior administrative duties	354	3	111,113	110,235	97,885	127,047
Assistant professors	**345**	**2**	**89,473**	**89,473**	**76,027**	**102,706**
Rank below assistant	**33**	**1**	**72,481**	**71,668**	**62,186**	**88,253**
Other teaching staff	**10**	**4**	**76,116**	**76,637**	**65,164**	**85,579**
All ranks combined (including deans)	**1115**	**16**	**112,941**	**110,235**	**80,727**	**150,032**
Male	683	13	116,797	115,548	83,026	153,353
Female	432	3	106,846	102,408	76,905	141,445
Visiting staff	**0**	**5**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**69**	**5**	**153,714**	**158,876**	**135,178**	**166,789**
With senior administrative duties	13	2	153,986	148,328	135,652	169,025
Without senior administrative duties	56	3	153,651	158,876	133,585	167,580
Associate professors	**125**	**3**	**117,675**	**114,045**	**100,402**	**137,778**
With senior administrative duties	27	0	123,258	119,387	108,544	143,578
Without senior administrative duties	98	3	116,137	114,045	98,886	137,778
Assistant professors	**42**	**1**	**x**	**x**	**x**	**x**
Rank below assistant	**1**	**0**	**x**	**x**	**x**	**x**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**239**	**7**	**124,481**	**119,320**	**93,833**	**161,516**
Male	143	3	128,803	127,230	93,833	164,932
Female	96	4	118,043	112,782	93,075	148,328
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

Wilfrid Laurier University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**112**	**10**	**139,547**	**142,905**	**114,300**	**159,252**
With senior administrative duties	30	6	144,430	148,885	114,890	164,655
Without senior administrative duties	82	4	137,761	141,566	113,439	155,007
Associate professors	**203**	**7**	**110,435**	**105,853**	**90,214**	**137,236**
With senior administrative duties	38	4	120,455	117,446	93,710	148,334
Without senior administrative duties	165	3	108,128	103,918	90,210	135,012
Assistant professors	**158**	**0**	**85,732**	**80,463**	**70,325**	**116,910**
Rank below assistant	**25**	**0**	**76,981**	**x**	**x**	**x**
Other teaching staff	**7**	**0**	**82,563**	**x**	**x**	**x**
All ranks combined (including deans)	**515**	**7**	**108,065**	**101,995**	**73,496**	**148,514**
Male	295	3	113,259	107,958	76,475	152,012
Female	220	4	101,101	94,694	71,401	136,832
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Windsor

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**138**	**11**	**143,351**	**141,831**	**118,390**	**171,715**
With senior administrative duties	24	10	154,315	152,202	120,195	198,721
Without senior administrative duties	114	1	141,043	138,265	116,978	168,028
Associate professors	**212**	**1**	**114,177**	**110,664**	**96,340**	**136,787**
With senior administrative duties	27	0	122,747	121,253	104,043	145,381
Without senior administrative duties	185	1	112,926	109,808	95,086	135,458
Assistant professors	**143**	**2**	**90,713**	**89,220**	**75,195**	**105,482**
Rank below assistant	**19**	**0**	**86,364**	**85,750**	**78,000**	**95,940**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**522**	**4**	**115,971**	**109,867**	**84,414**	**155,305**
Male	330	2	120,927	115,066	85,826	159,627
Female	192	2	107,453	104,792	81,420	134,745
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

York University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	**314**	**19**	**150,705**	**143,091**	**125,884**	**192,739**
With senior administrative duties	60	8	151,914	143,998	128,552	190,374
Without senior administrative duties	254	11	150,419	143,070	125,474	193,131
Associate professors	**675**	**17**	**125,114**	**122,034**	**100,339**	**153,609**
With senior administrative duties	141	0	127,178	122,101	105,820	161,473
Without senior administrative duties	534	17	124,569	121,839	99,372	152,153
Assistant professors	**317**	**20**	**98,876**	**94,353**	**83,040**	**120,687**
Rank below assistant	**80**	**4**	**102,894**	**101,023**	**79,204**	**126,910**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1394**	**52**	**124,151**	**121,511**	**90,548**	**160,846**
Male	773	21	128,690	124,647	92,375	169,476
Female	621	31	118,500	115,469	88,411	146,940
Visiting staff	**0**	**11**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Ontario College of Art and Design

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	26	2	104,373	101,086	95,422	117,041
With senior administrative duties	8	1	109,009	x	x	x
Without senior administrative duties	18	1	102,312	x	x	x
Associate professors	40	11	92,487	93,363	84,035	98,597
With senior administrative duties	8	3	94,543	x	x	x
Without senior administrative duties	32	8	91,972	x	x	x
Assistant professors	27	0	80,787	x	x	x
Rank below assistant	1	1	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	97	11	93,289	94,166	72,831	106,208
Male	57	6	92,774	94,387	81,580	102,086
Female	40	5	94,024	92,559	67,472	114,275
Visiting staff	0	0	0	0	0	0

University of Ontario – Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	21	8	134,299	135,000	114,288	161,864
With senior administrative duties	6	8	124,135	x	x	x
Without senior administrative duties	15	0	138,365	x	x	x
Associate professors	45	0	107,406	105,000	97,296	122,722
With senior administrative duties	7	0	120,218	x	x	x
Without senior administrative duties	38	0	105,046	x	x	x
Assistant professors	75	0	87,093	87,000	73,279	99,847
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	149	0	104,558	98,885	79,533	143,670
Male	89	0	109,376	103,721	82,000	148,159
Female	60	0	97,412	90,261	75,874	124,601
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	421	25	138,381	137,765	105,788	157,873
With senior administrative duties	76	18	147,808	140,283	105,767	189,444
Without senior administrative duties	345	7	136,304	136,944	105,742	155,735
Associate professors	372	9	102,932	97,184	83,893	115,703
With senior administrative duties	41	1	108,920	106,568	92,404	129,389
Without senior administrative duties	331	8	102,191	96,737	82,666	111,883
Assistant professors	323	8	x	x	x	x
Rank below assistant	10	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1146	22	113,443	104,282	74,593	144,154
Male	771	11	118,122	110,089	75,131	148,596
Female	375	11	103,823	95,965	73,013	137,070
Visiting staff	0	0	0	0	0	0

University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	316	20	133,938	137,676	106,340	147,640
With senior administrative duties	50	16	136,368	140,283	111,185	149,852
Without senior administrative duties	266	4	133,481	136,875	106,110	144,468
Associate professors	289	8	98,465	96,775	84,911	111,855
With senior administrative duties	35	1	105,688	105,959	91,857	123,925
Without senior administrative duties	254	7	97,470	96,001	84,784	111,508
Assistant professors	232	6	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	859	16	107,594	102,713	73,755	143,296
Male	582	9	111,775	108,417	74,547	143,763
Female	277	7	98,810	93,960	72,543	134,256
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	38	4	117,650	117,494	102,906	132,423
With senior administrative duties	8	4	118,091	x	x	x
Without senior administrative duties	30	0	117,533	x	x	x
Associate professors	52	1	93,086	89,986	82,604	109,666
With senior administrative duties	18	1	94,719	89,986	82,358	109,666
Without senior administrative duties	34	0	92,221	89,986	82,604	109,666
Assistant professors	66	1	x	x	x	x
Rank below assistant	3	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	164	1	91,026	84,726	65,132	125,530
Male	96	0	97,313	91,903	69,854	129,782
Female	68	1	82,150	81,572	63,206	109,666
Visiting staff	0	0	0	0	0	0

Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	26	0	144,087	144,689	126,234	162,718
With senior administrative duties	7	0	143,342	x	x	x
Without senior administrative duties	19	0	144,361	x	x	x
Associate professors	60	0	109,225	109,821	89,968	130,603
With senior administrative duties	7	0	123,416	x	x	x
Without senior administrative duties	53	0	107,350	x	x	x
Assistant professors	54	2	82,422	84,504	71,500	91,420
Rank below assistant	39	0	82,127	83,839	68,910	95,335
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	179	2	100,299	92,311	74,653	138,784
Male	97	0	104,925	97,384	74,427	145,372
Female	82	2	94,827	87,420	74,263	122,981
Visiting staff	0	0	0	0	0	0

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	**810**	**21**	**152,378**	**145,585**	**120,974**	**191,995**
With senior administrative duties	116	15	163,807	158,192	131,273	200,495
Without senior administrative duties	694	6	150,468	143,246	119,891	191,262
Associate professors	**458**	**7**	**111,361**	**108,571**	**92,519**	**125,991**
With senior administrative duties	25	1	x	x	x	x
Without senior administrative duties	433	6	x	x	x	x
Assistant professors	**312**	**12**	**89,547**	**86,677**	**71,664**	**102,399**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1596**	**24**	**129,346**	**122,500**	**85,819**	**178,363**
Male	1078	8	135,252	128,643	89,657	185,660
Female	518	16	117,056	113,533	81,231	156,995
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of Alberta

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	**668**	**19**	**150,738**	**144,841**	**120,352**	**187,442**
With senior administrative duties	93	14	163,882	157,302	130,074	200,858
Without senior administrative duties	575	5	148,612	142,275	119,417	184,233
Associate professors	**411**	**6**	**111,129**	**107,774**	**92,007**	**125,906**
With senior administrative duties	23	1	122,880	119,311	102,964	165,850
Without senior administrative duties	388	5	110,432	107,382	91,882	124,659
Assistant professors	**295**	**12**	**89,756**	**86,746**	**71,833**	**102,422**
Rank below assistant	**0**	**0**	**0**	**0**	**0**	**0**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1389**	**22**	**127,115**	**120,604**	**85,028**	**175,588**
Male	919	8	132,684	125,768	88,097	182,160
Female	470	14	116,226	111,612	80,582	156,924
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

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0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	620	28	163,928	154,008	124,614	211,086
With senior administrative duties	100	16	187,010	173,469	131,262	274,014
Without senior administrative duties	520	12	159,489	152,320	124,124	204,833
Associate professors	535	16	125,532	115,883	97,922	152,829
With senior administrative duties	56	4	132,761	131,003	104,442	159,068
Without senior administrative duties	479	12	124,687	114,660	97,606	148,529
Assistant professors	360	14	105,312	93,699	81,247	126,975
Rank below assistant	196	7	91,809	89,185	64,790	120,247
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1730	46	132,165	121,213	85,884	186,989
Male	1137	20	140,847	129,048	91,650	199,997
Female	593	26	115,517	105,937	80,088	158,177
Visiting staff	0	0	0	0	0	0

University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	399	26	153,439	148,748	122,903	194,171
With senior administrative duties	62	16	161,247	158,839	124,748	207,030
Without senior administrative duties	337	10	152,003	147,848	122,268	191,217
Associate professors	369	11	114,834	112,000	96,974	136,384
With senior administrative duties	43	4	129,216	123,144	103,717	158,876
Without senior administrative duties	326	7	112,937	111,360	96,161	133,420
Assistant professors	216	8	93,635	92,091	80,526	106,372
Rank below assistant	187	6	90,452	87,015	64,263	118,814
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1190	32	121,579	114,693	83,297	169,185
Male	750	15	129,432	123,205	88,654	178,790
Female	440	17	108,192	101,965	79,268	147,492
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Lethbridge

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	82	4	147,774	144,255	111,581	193,081
With senior administrative duties	6	4	185,607	x	x	x
Without senior administrative duties	76	0	144,787	x	x	x
Associate professors	141	10	111,100	107,000	90,181	134,989
With senior administrative duties	5	0	x	x	x	x
Without senior administrative duties	136	10	x	x	x	x
Assistant professors	105	7	84,247	81,250	68,400	104,703
Rank below assistant	8	1	78,712	x	x	x
Other teaching staff	101	4	81,618	x	x	x
All ranks combined (including deans)	441	22	105,170	97,471	71,767	148,264
Male	266	10	110,442	101,276	70,521	156,041
Female	175	12	97,156	92,836	71,826	133,941
Visiting staff	0	1	0	0	0	0

Mount Royal University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	194	8	100,852	101,974	86,762	112,498
With senior administrative duties	26	0	110,900	113,047	100,314	118,142
Without senior administrative duties	168	8	99,297	101,974	84,725	110,299
Assistant professors	128	3	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	2	0	x	x	x	x
All ranks combined (including deans)	324	11	92,766	95,655	71,926	110,299
Male	155	3	95,423	97,577	74,531	110,791
Female	169	8	90,330	90,653	68,745	108,136
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Including Medical / Dental						
Full professors	**918**	**13**	**161,941**	**151,145**	**121,539**	**221,655**
With senior administrative duties	108	13	185,559	171,996	146,021	241,829
Without senior administrative duties	810	0	158,792	147,126	120,893	215,001
Associate professors	**775**	**3**	**120,491**	**112,515**	**99,051**	**148,791**
With senior administrative duties	35	3	137,919	127,939	111,583	190,299
Without senior administrative duties	740	0	119,667	111,590	99,026	147,781
Assistant professors	**591**	**0**	**103,494**	**97,485**	**78,577**	**129,853**
Rank below assistant	**272**	**0**	**89,110**	**88,205**	**61,971**	**110,024**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**2572**	**0**	**128,800**	**117,900**	**86,046**	**182,378**
Male	1718	0	135,397	124,705	89,728	193,459
Female	854	0	115,528	108,130	79,728	161,032
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Excluding Medical / Dental						
Full professors	**625**	**10**	**155,610**	**148,766**	**122,475**	**198,666**
With senior administrative duties	80	10	176,393	163,791	145,542	228,037
Without senior administrative duties	545	0	152,560	144,527	121,859	194,103
Associate professors	**615**	**3**	**116,688**	**111,553**	**99,550**	**140,691**
With senior administrative duties	29	3	127,275	123,086	110,298	158,209
Without senior administrative duties	586	0	116,165	111,022	99,512	140,342
Assistant professors	**409**	**0**	**101,226**	**97,299**	**82,999**	**122,208**
Rank below assistant	**240**	**0**	**88,712**	**87,720**	**61,013**	**110,047**
Other teaching staff	**0**	**0**	**0**	**0**	**0**	**0**
All ranks combined (including deans)	**1902**	**0**	**123,362**	**115,012**	**86,536**	**169,474**
Male	1250	0	129,879	121,910	91,798	175,872
Female	652	0	110,867	105,643	79,522	149,824
Visiting staff	**0**	**0**	**0**	**0**	**0**	**0**

0 true zero or a value rounded to zero

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	44	2	107,734	103,796	92,306	126,696
With senior administrative duties	6	2	102,819	x	x	x
Without senior administrative duties	38	0	108,510	x	x	x
Associate professors	75	5	85,004	84,407	77,137	94,117
With senior administrative duties	14	2	91,163	90,691	83,606	102,952
Without senior administrative duties	61	3	83,590	81,541	77,035	91,712
Assistant professors	54	0	71,541	x	x	x
Rank below assistant	11	0	60,612	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	188	3	86,002	81,541	65,427	106,837
Male	122	2	89,261	86,723	67,649	117,712
Female	66	1	79,977	77,914	65,048	99,560
Visiting staff	0	0	0	0	0	0

Trinity Western University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	21	4	79,404	78,778	70,267	87,902
With senior administrative duties	8	4	80,806	x	x	x
Without senior administrative duties	13	0	78,542	x	x	x
Associate professors	39	6	68,367	67,598	61,453	74,961
With senior administrative duties	18	5	69,715	68,114	61,321	90,466
Without senior administrative duties	21	1	67,211	67,598	61,453	74,581
Assistant professors	32	2	x	x	x	x
Rank below assistant	5	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	107	2	68,760	67,321	57,101	85,683
Male	77	1	70,481	68,805	57,031	88,315
Female	30	1	64,342	63,922	56,377	71,848
Visiting staff	0	0	0	0	0	0

x suppressed to meet the confidentiality requirements of the *Statistics Act*

0 true zero or a value rounded to zero

Table 1 Table 1 (concluded)

Salaries of full-time teaching staff at Canadian universities and colleges, 2009/2010

University of Victoria

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	248	11	128,970	128,122	107,340	154,282
With senior administrative duties	51	9	140,809	139,834	121,683	165,105
Without senior administrative duties	197	2	125,905	125,548	106,832	146,157
Associate professors	232	6	102,193	101,874	86,084	118,563
With senior administrative duties	42	1	112,500	110,334	95,117	130,153
Without senior administrative duties	190	5	99,915	99,599	85,515	116,168
Assistant professors	177	5	82,984	80,752	70,977	97,985
Rank below assistant	58	0	83,037	81,292	67,620	104,345
Other teaching staff	13	0	86,212	75,229	64,410	116,878
All ranks combined (including deans)	738	12	105,846	104,031	74,811	139,848
Male	432	6	110,943	108,502	78,120	144,809
Female	306	6	98,652	96,865	73,037	126,123
Visiting staff	0	0	0	0	0	0

Kwantlen Polytechnic University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers		dollars		dollars	
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	349	40	84,664	84,896	84,896	84,896
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	355	34	85,309	84,896	84,896	84,896
Male	199	8	85,577	84,896	84,896	84,896
Female	156	26	84,967	84,896	84,896	84,896
Visiting staff	0	0	0	0	0	0

0 true zero or a value rounded to zero

Table 2

Salary scales for teachers at Canadian universities and colleges, 2009/2010

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
			dollars		
Memorial University					
Minimum	95,428	80,924	70,046	55,542	0
Maximum	148,005	120,810	86,363	64,607	0
Annual increment	1,813	1,813	1,813	1,813	0
University of Prince Edward Island					
Minimum	94,496	75,045	58,062	49,614	0
Maximum	126,903	108,831	82,884	63,404	0
Annual increment	2,758	2,758	2,758	2,758	0
Acadia University					
Minimum	98,000	82,000	66,000	54,000	0
Maximum	132,000	104,000	84,000	68,000	0
Annual increment	2,000	2,000	2,000	2,000	0
Acadia Divinity College					
Minimum	70,304	54,600	53,144	41,345	0
Maximum	92,373	71,735	69,822	61,437	0
Annual increment	0	0	0	0	0
Atlantic School of Theology					
Minimum	80,876	65,471	56,228	0	0
Maximum	103,470	88,065	68,552	0	0
Annual increment					
Minimum	2,054	2,054	2,054	0	0
Maximum	...	...	3,081	0	0
Université Sainte-Anne[1]					
Minimum	71,898	58,938	47,598	42,738	0
Maximum	102,678	89,718	78,378	47,598	0
Annual increment	2,478	2,478	2,478	2,478	0
Additional increment[2]	1,620	1,620	1,620	1,620	0
Mount Saint Vincent University					
Minimum	100,671	79,732	58,449	54,995	0
Maximum	122,464	101,525	77,821	59,838	0
Annual increment	2,421	2,421	2,421	2,421	0
Nova Scotia College of Art and Design					
Minimum	90,261	75,573	59,687	56,096	0
Maximum	119,966	102,993	80,252	60,666	0
Annual increment	2,285	2,285	2,285	2,285	0
St. Francis Xavier University[1]					
Minimum	86,323	68,246	55,930	47,896	0
Maximum	126,307	100,291	75,472	51,912	0
Annual increment	2,352	2,210	2,058	2,008	0
Saint Mary's University					
Minimum					
Minimum	96,650	75,330	61,735	53,319	0
Maximum	...	...	...	65,523	0
Maximum					
Minimum	...	...	...	58,531	0
Maximum	129,603	103,792	78,839	77,071	0
Annual increment					
Minimum	2,746	2,587	2,443	2,293	0
Maximum	...	...	...	2,768	0
University of King's College					
Minimum	82,650	72,105	61,060	54,733	48,681
Maximum	150,317	122,486	95,957	83,015	78,742
Annual increment	2,109	2,109	2,109	2,109	1,997

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2009/2010

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
		dollars				
Cape Breton University						
Minimum		91,504	69,606	54,951	44,895	0
Maximum		124,859	101,481	78,051	56,095	0
Annual increment		2,224	2,125	2,100	1,600	0
Nova Scotia Agricultural College[1]						
Minimum		78,304	63,111	54,998	43,535	0
Maximum		106,968	88,239	72,422	53,515	0
Annual increment[3]		0	0	0	0	0
Mount Allison University						
Minimum		95,928	74,689	61,414	49,466	0
Maximum		130,443	117,168	95,928	72,034	0
Annual increment		2,655	2,655	2,655	2,655	0
Université de Moncton						
Minimum		93,629	75,789	62,409	46,799	0
Maximum		131,873	109,133	86,393	65,927	0
Annual increment	%	4.0	4.0	4.0	4.0	0
St. Thomas University						
Minimum		97,427	76,115	60,892	51,981	0
Maximum		135,150	108,420	85,243	70,613	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Brock University						
Minimum		104,281	81,760	68,189	52,671	0
Maximum		...	...	...	...	0
Annual increment[4]	%	6.8	6.8	6.8	6.8	0
Concordia Lutheran Theological Seminary						
Minimum		57,136	46,698	43,590	0	0
Maximum		74,928	63,135	61,706	0	0
Annual increment		0	0	0	0	0
Carleton University						
Minimum		99,170	75,130	60,100	48,080	0
Maximum		150,250	150,250	99,230	78,180	0
Annual increment	%	2.2	2.2	2.2	2.2	0
Additional increment		400	400	400	400	0
University of Guelph						
Minimum		85,863	78,663	74,263	0	0
Maximum		...	...	...	0	0
Annual increment		0	0	0	0	0
Laurentian University of Sudbury						
Minimum		97,527	79,252	65,930	54,526	0
Maximum		...	...	...	...	0
Annual increment		2,700	2,700	2,700	2,700	0
Université de Hearst						
Minimum		62,738	58,561	53,341	52,294	0
Maximum		95,368	89,007	81,083	73,214	0
Annual increment		2,510	2,342	2,134	2,092	0
Huntington University						
Minimum		101,697	82,827	69,073	57,298	0
Maximum		...	...	...	...	0
Annual increment	%	3.3	3.3	3.3	3.3	0
University of Sudbury						
Minimum		95,169	77,664	65,117	53,480	0
Maximum		135,111	113,149	86,570	68,573	0
Annual increment		2,550	2,550	2,550	2,550	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2009/2010

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Thorneloe University						
Minimum		97,527	79,252	65,930	54,526	0
Maximum		...	...	...	...	0
Annual increment		2,700	2,700	2,700	2,700	0
McMaster University						
Minimum		96,448	76,183	58,934	47,572	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
University of Ottawa						
Minimum		87,840	73,161	66,229	54,182	0
Maximum		153,353	127,047	91,601	71,668	0
Annual increment	%	3.5	3.5	3.5	3.5	0
Additional increment[2]						
Minimum		2,133	2,133	3,556	3,912	0
Maximum		3,556	3,794	4,030	4,030	0
Saint Paul University						
Minimum		65,632	56,376	48,291	40,495	0
Maximum		98,125	83,502	66,680	55,822	0
Annual increment		1,350	1,350	1,350	1,350	0
Additional increment[2]		2,000	2,000	2,000	2,000	0
Trent University						
Minimum		114,045	93,833	78,674	68,569	...
Maximum		161,516	137,778	111,519	96,360	...
Annual increment		2,638	2,688	2,527	2,526	...
University of Waterloo						
Minimum		109,286	85,783	68,158	52,881	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
St. Jerome's University						
Minimum		109,286	85,783	68,158	52,881	0
Maximum		...	...	...	...	0
Annual increment		0	0	0	0	0
Conrad Grebel University College						
Minimum		109,286	85,783	68,158	52,881	0
Maximum		170,391	170,391	170,391	118,569	0
Annual increment		3,318	3,318	3,318	3,318	0
Huron University College						
Minimum		...	79,127	63,447	0	0
Maximum		128,406	108,246	79,127	0	0
Annual increment		2,240	2,240	2,240	0	0
York University						
Minimum		82,000	65,000	55,000	48,000	0
Maximum		...	...	...	...	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Wilfrid Laurier University						
Minimum		100,963	83,025	67,650	56,375	0
Maximum		...	...	...	...	0
Annual increment						
Minimum		0	0	0	0	0
Maximum	%	2.5	2.5	2.5	2.5	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2009/2010

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Collège dominicain de philosophie et théologie						
Minimum		63,642	57,215	50,660	41,529	0
Maximum		...	...	...	...	0
Annual increment	%	2.0	2.0	2.0	2.0	0
Ryerson University						
Minimum		94,502	82,978	65,691	0	0
Maximum		...	...	119,672	0	0
Annual increment		4.1	4.1	4.1	0	0
Redeemer University College						
Minimum		64,500	55,720	45,476	44,012	0
Maximum		73,278	73,278	61,572	49,866	0
Annual increment		1,463	1,463	1,463	1,463	0
Nipissing University						
Minimum		100,924	83,204	64,396	49,609	0
Maximum		139,584	114,964	91,703	68,946	0
Annual increment		3,180	2,605	2,437	2,093	0
Ontario College of Art and Design						
Minimum		92,559	76,728	60,895	48,716	0
Maximum		116,917	101,086	85,252	73,075	0
Annual increment	%	0.5	0.5	0.5	0.5	0
Brandon University						
Minimum		96,932	77,683	59,355	49,522	0
Maximum		132,782	109,666	84,387	62,183	0
Annual increment		2,987	2,460	1,926	1,407	0
University of Manitoba						
Minimum		92,454	71,547	61,201	50,982	0
Maximum		137,274	106,219	88,075	71,872	0
Annual increment						
Minimum		2,246	1,862	1,565	1,336	0
Maximum		3,415	2,641	2,048	1,592	0
Collège universitaire de Saint-Boniface[1]						
Minimum						
Minimum		86,271	66,612	58,466	46,317	0
Maximum		...	...	...	54,117	0
Maximum						
Minimum		...	...	...	62,711	0
Maximum		126,478	104,334	79,568	88,021	0
Annual increment	%	3.0	3.0	3.0	3.0	0
Canadian Mennonite University						
Minimum		68,621	59,375	49,942	40,269	0
Maximum		82,305	76,526	64,737	49,942	0
Annual increment						
Minimum		352	358	367	378	0
Maximum		2,218	2,240	1,800	1,994	0
Saint Thomas More College						
Minimum		105,924	90,584	75,245	59,642	48,275
Maximum		121,263	105,924	90,584	82,651	65,326
Annual increment		2,527	2,527	2,527	2,527	1,895
University of Regina						
Minimum		102,418	81,914	68,035	53,698	0
Maximum		...	114,662	95,942	72,915	0
Annual increment		2,928	2,729	2,537	1,747	0

Table 2 (continued)

Salary scales for teachers at Canadian universities and colleges, 2009/2010

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Campion College						
Minimum		96,533	76,958	63,709	50,022	0
Maximum		121,688	100,403	83,085	63,366	0
Annual increment		2,795	2,605	2,422	1,668	0
University of Calgary						
Minimum						
Minimum		93,000	77,000	66,000	0	58,000
Maximum		138,000	113,000	...	0	...
Maximum						
Minimum		...	113,000	...	0	...
Maximum		138,000	133,000	102,000	0	102,000
Annual increment						
1st level		2,700	2,400	1,900	0	1,900
2nd level		2,000	1,200	...	0	...
Canadian University College						
Minimum		58,536	56,604	48,360	0	42,048
Maximum		64,676	59,100	53,616	0	47,304
Annual increment	%	0	0	0	0	0
University of Lethbridge[1]						
Minimum		80,000	65,000	55,000	36,000	0
Maximum		...	...	...	...	0
Annual increment[3]		0	0	0	0	0
Athabasca University[1]						
Minimum		106,064	85,038	64,517	50,320	0
Maximum		135,987	109,035	87,420	70,095	0
Annual increment	%	2.8	2.8	2.8	2.8	0
King's University College						
Minimum		74,608	64,363	54,118	47,482	0
Maximum		86,134	81,010	64,362	48,762	0
Annual increment		1,280	1,280	1,280	1,280	0
Concordia University College of Alberta						
Minimum		75,093	65,047	53,740	0	50,138
Maximum		106,629	101,629	96,629	0	92,944
Annual increment	%	1.0	1.0	1.0	0	1.0
Ambrose University College						
Minimum		65,998	59,771	51,470	0	0
Maximum		84,676	72,224	63,964	0	0
Annual increment		1,245	1,245	1,245	0	0
Simon Fraser University						
Minimum						
Minimum		94,194	75,711	62,509	57,228	57,228
Maximum		...	...	...	70,430	...
Maximum						
Minimum		...	...	...	74,957	...
Maximum		133,045	102,492	89,290	91,176	62,509
Annual increment[5]		...	...	...	...	...
Trinity Western University						
Minimum		63,522	54,869	48,538	42,207	0
Maximum		74,829	65,404	58,828	47,103	0
Annual increment		0	0	0	0	0

Table 2 (concluded)

Salary scales for teachers at Canadian universities and colleges, 2009/2010

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
		dollars				
University of Northern British Columbia						
Minimum		90,084	74,162	60,982	51,945	0
Maximum		...	97,493	78,203	64,166	0
Annual increment						
1st level		1,111	1,111	1,111	1,111	0
2nd level		2,222	2,222	2,222	2,222	0
Royal Roads University						
Minimum						
Minimum		90,917	77,235	52,961	0	44,134
Maximum		...	...	...	0	49,651
Maximum						
Minimum		...	...	...	0	60,685
Maximum		121,829	104,819	82,752	0	66,202
Annual increment						
Minimum	%	1.0	1.0	1.0	0	1.0
Maximum	%	2.0	2.0	2.0	0	2.0
Capilano University						
Minimum		...	...	...	...	52,833
Maximum		...	...	...	...	84,896
Annual increment						
Minimum	%	...	...	...	...	4.0
Maximum	%	...	...	...	...	9.0
University of the Fraser Valley						
Minimum		...	...	...	...	51,797
Maximum		...	...	...	...	83,231
Annual increment		...	...	...	...	2,551
Emily Carr University of Art and Design						
Minimum		51,797	51,797	51,797	0	0
Maximum		83,231	83,231	83,231	0	0
Annual increment	%	2.1	2.1	2.1	0	0
Kwantlen Polytechnic University						
Minimum		...	...	...	...	52,746
Maximum		...	...	...	...	84,896
Annual increment		0	0	0	0	0

... not applicable

0 true zero or a value rounded to zero

1. Scales are not final.
2. Salary increment due to progress through the ranks.
3. Under negotiations.
4. Includes salary scale increment, progress through the ranks and catch-up.
5. Varies

Culture, Tourism and the Centre for Education Statistics

Research Papers

Cumulative index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Analysis is also published in *Focus on Culture* (87-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=87-004-X).

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Analysis is also published in *Education Matters* (81-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=81-004-X), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019M).

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81-595-M no. 001	Understanding the rural-urban reading gap
81-595-M no. 002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-M No. 003	Finding their way: a profile of young Canadian graduates
81-595-M No. 004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-M No. 005	Linking provincial student assessments with national and international assessments
81-595-M No. 006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-M No. 007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-M No. 008	The labour market impacts of adult education and training in Canada
81-595-M No. 009	Issues in the design of Canada's Adult Education and Training Survey
81-595-M No. 010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-M No. 011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-M No. 012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-M No. 013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-M No. 014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-M No. 015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-M No. 016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-M No. 017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004
81-595-M No. 018	Education and Labour Market Pathways of Young Canadians Between age 20 and 22: an Overview
81-595-M No. 019	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
81-595-M No. 020	Culture Goods Trade Estimates: Methodology and Technical Notes
81-595-M No. 021	Canadian Framework for Culture Statistics
81-595-M No. 022	Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003
81-595-M No. 023	Economic Contribution of Culture in Canada
81-595-M No. 024	Economic Contributions of the Culture Sector in Ontario

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81-595-M No. 026	Who pursues postsecondary education, who leaves and why: Results from the Youth in Transition Survey
81-595-M No. 027	Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
81-595-M No. 028	Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
81-595-M No. 029	Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
81-595-M No. 030	Salaries and Salary Scales of Full-time teaching Staff at Canadian Universities, 2004-2005: Preliminary Report
81-595-M No. 031	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
81-595-M No. 032	Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
81-595-M No. 033	The Education Services Industry in Canada
81-595-M No. 034	Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
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81-595-M No. 037	Economic Contribution of the Culture sector to Canada's Provinces
81-595-M No. 038	Profile of Selected Culture Industries in Ontario
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81-595-M No. 044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-M No. 045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-M No. 046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
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81-595-M No. 051	Culture Employment in a North American Context
81-595-M No. 052	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report
81-595-M No. 053	Towards a Geography of Culture: Culture Occupations Across the Canadian Urban-Rural Divide
81-595-M No. 054	Education-to-Labour Market Pathways of Canadian Youth: Findings from the Youth in Transition Survey
81-595-M No. 055	High School Dropouts Returning to School
81-595-M No. 056	Trade in Culture Services A Handbook of Concepts and Methods
81-595-M No. 057	Educational Outcomes at Age 19 by Gender and Parental Income: A First Look at Provincial differences
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81-595-M No. 060	Sport Participation in Canada, 2005
81-595-M No. 061	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Final Report
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81-595-M No. 075	Education and Labour Market Transitions in Young Adulthood
81-595-M No. 076	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Preliminary Report
81-595-M No. 077	Developing a Culture Satellite Account for Canada
81-595-M No. 078	Summary Public School Indicators for the Provinces and Territories, 2000/2001 to 2006/2007
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81-595-M No. 080	Registered Apprentices: The Cohorts of 1994 and 1995, One Decade Later
81-595-M No. 081	The High Education / Low Income Paradox: College and University Graduates with Low Earnings, Ontario, 2006
81-595-M No. 082	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2009/2010: Final Report
81-595-M No. 083	Summary Public School Indicators for Canada, the Provinces and Territories, 2001/2002 to 2008/2009
81-595-M No. 084	Characteristics and labour market outcomes of internationally-educated immigrants
81-595-M No. 085	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2008/2009: Final Report
81-595-M No. 086	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2009/2010: Preliminary Report